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Faculty Salaries as Compared to Peer Groups

May 23, 2006

Peer Group History

- Peer groups offer a standard to compare Washington institutions to other institutions.
- The legislatively recognized peer groups have been in place since 1989.
- They were endorsed by the Special Joint Study Group (JSG) made up of legislative, executive, and HECB staff.

Peer Groups

UW	WSU	CWU, EWU, TESC, WWU
25 public research universities	23 public research universities	278 public comprehensive institutions
Medical schools	Veterinary schools	Graduate education through master's level

Peer Groups

(continued)

- Community and technical colleges are compared to the 13 western states (WICHE) and were not part of the JSG review .

Appropriation Controls on Salary Increases

- Appropriation language generally states that salary increases for higher education are a specified percentage increase to the **average** salary.
- Historically, budget provisos have directed funding to specific purposes such as merit increases, recruitment and retention, and the funding of increments in community and technical colleges.

Appropriation Controls

(continued)

- Budget provisos have restricted institutions from supplementing state-funded general salary increases with other internal funds or savings until the 1997-99 biennium.

Appropriation Controls

(continued)

- In 1997-99, the four-year institutions received recruitment and retention funding.
- In addition, they were given the authority to provide additional increases for recruitment and retention from tuition or local savings and efficiencies.

Appropriation Controls

(continued)

- Supplementing the general salary increase allows institutions to better manage local salary issues such as market disparities in high-demand fields or compression within faculty ranks.

Appropriation Controls

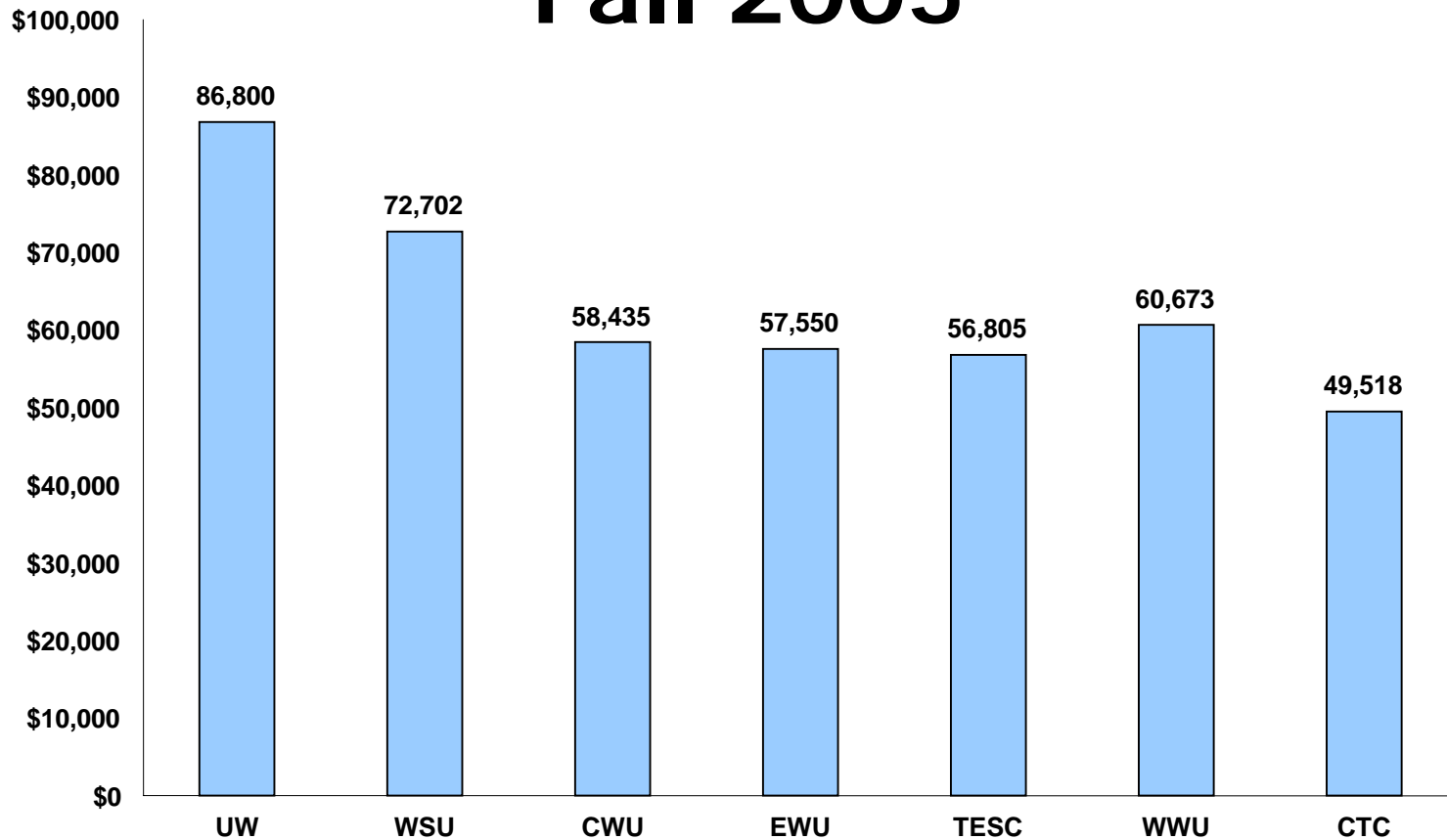
(continued)

- Most years since 1997-99, institutions have been allowed to supplement salaries from other sources.
- These additional salary increases are not to be included in the institution's salary base for future funding.

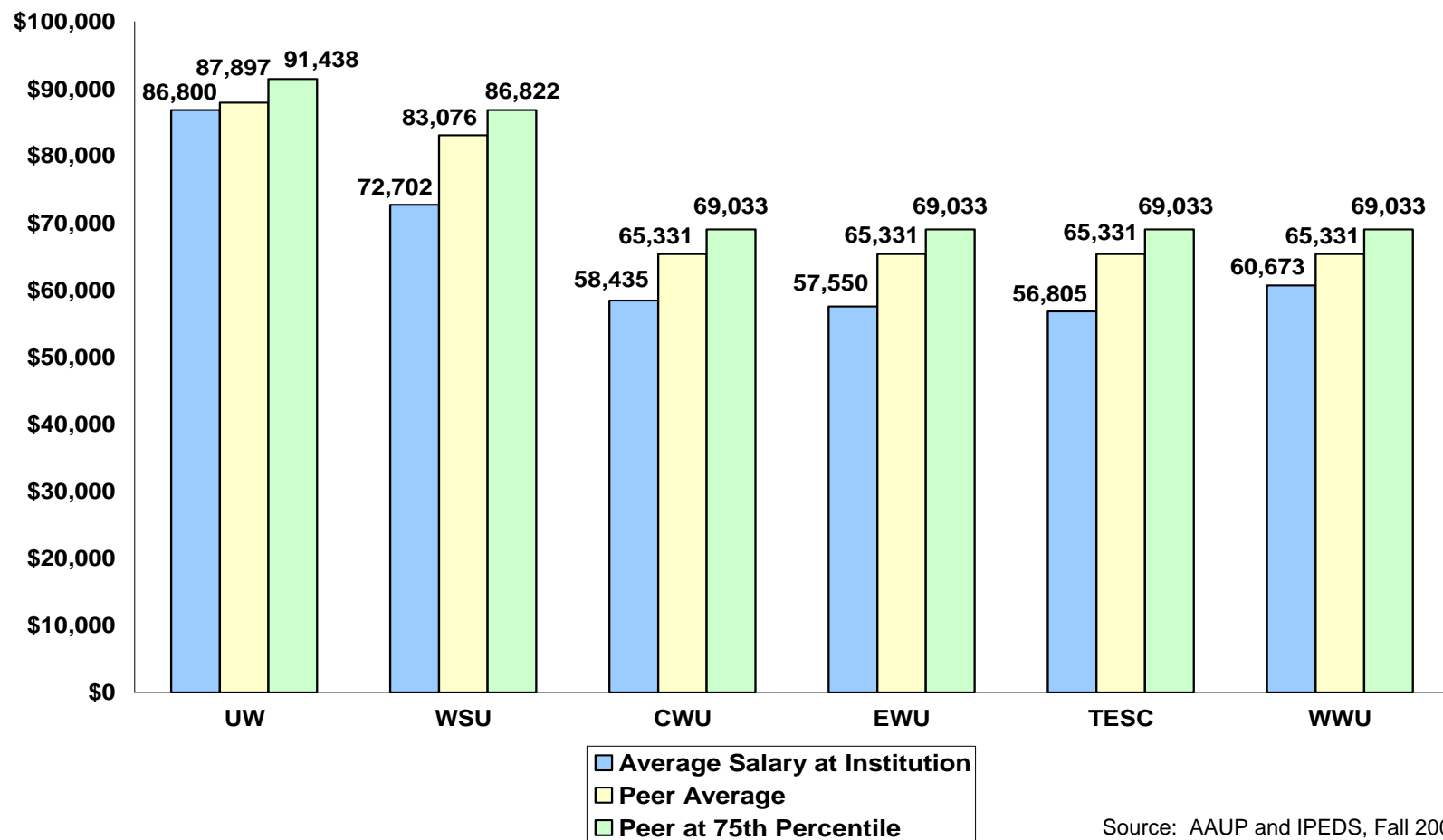
Appropriated Salary Increases Over Time

Fiscal Year	Salary Increase	Fiscal Year	Salary Increase
<i>1997</i>	0%	<i>2002</i>	3.7%
<i>1998</i>	3%	<i>2003</i>	0%
<i>1999</i>	0%	<i>2004</i>	0%
<i>2000</i>	3%	<i>2005</i>	0%
<i>2001</i>	3%	<i>2006</i>	3.2%

Current average salaries: Fall 2005

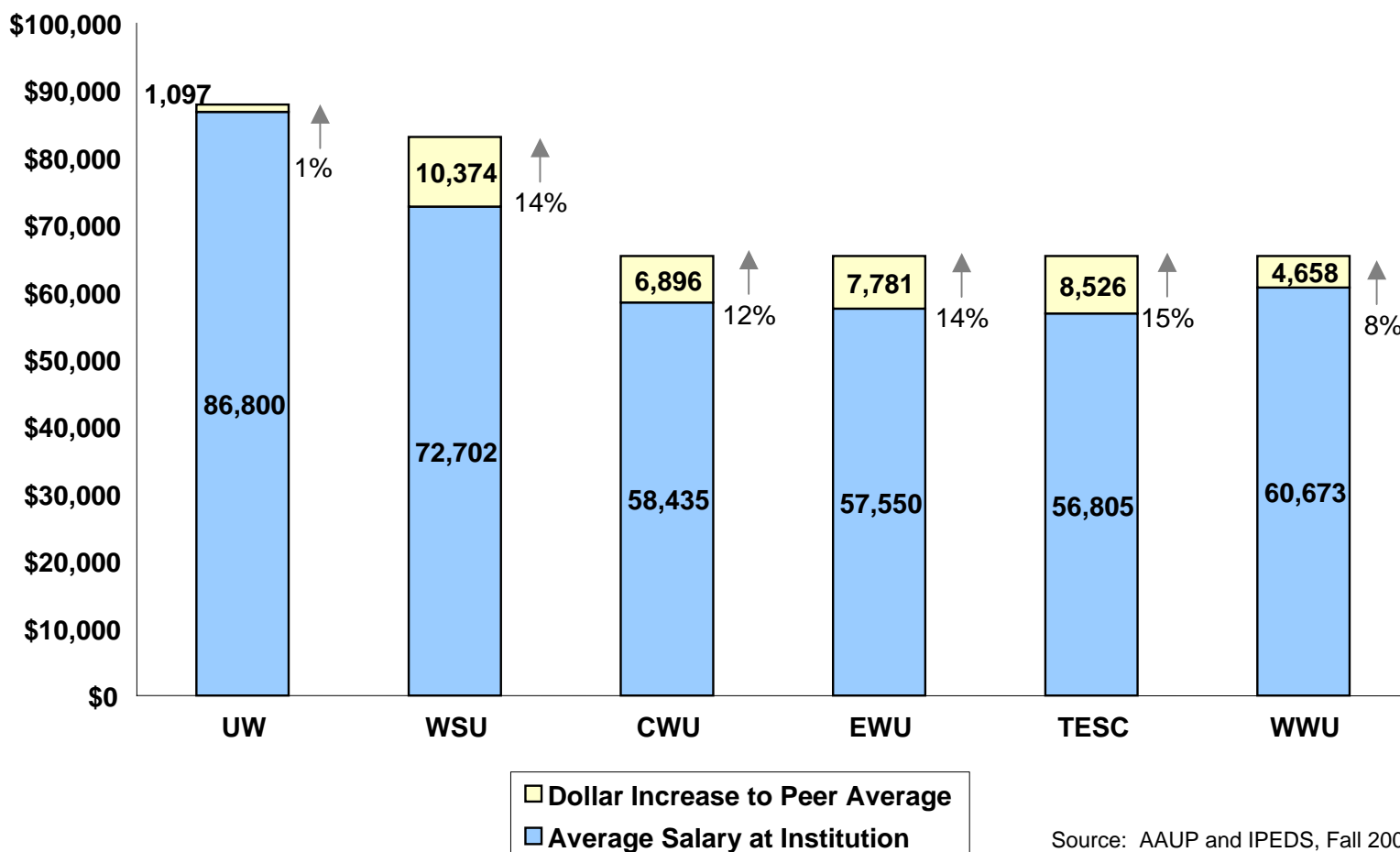


Average Salary, Peer Average, and 75th Percentile of Peers



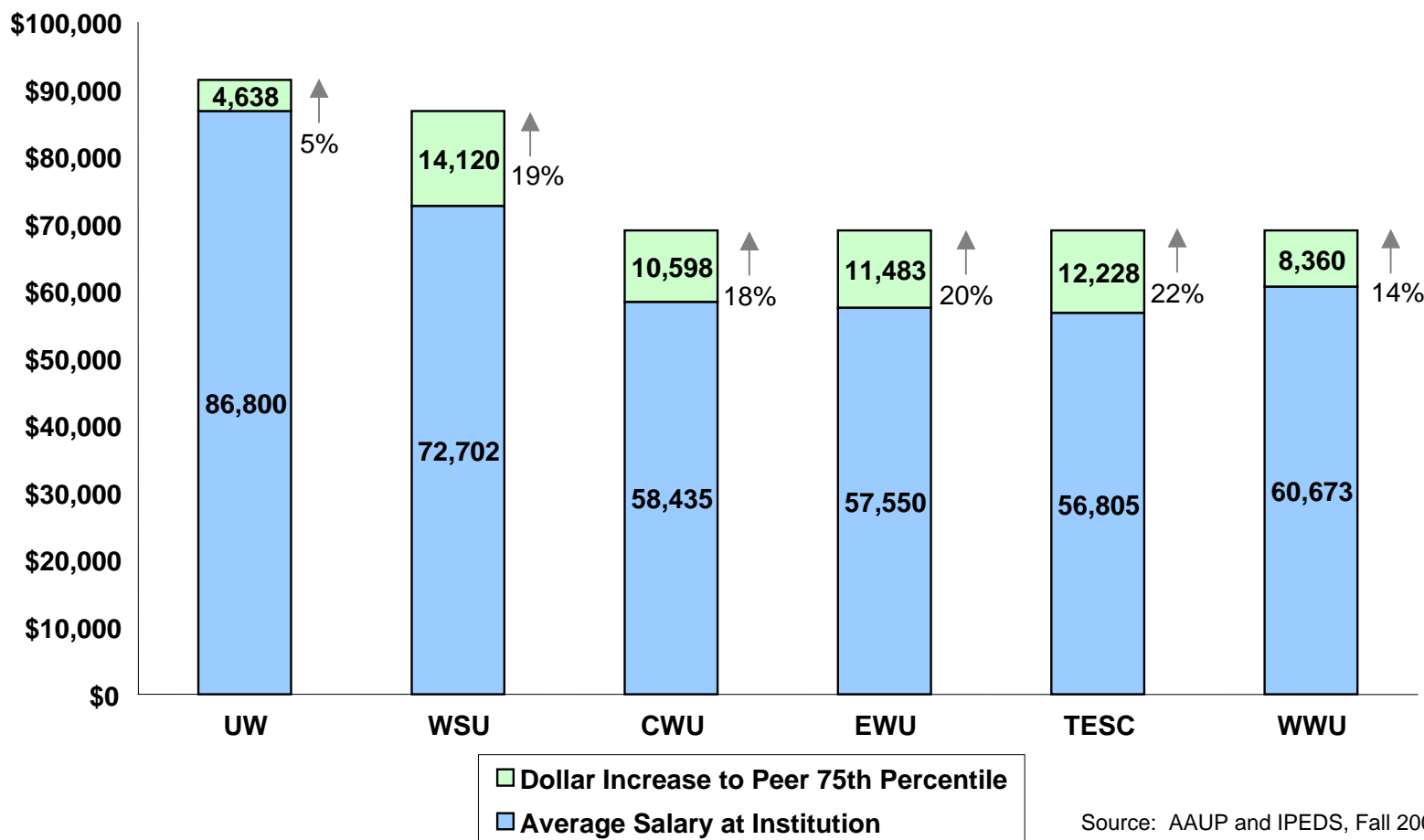
Source: AAUP and IPEDS, Fall 2005

Salary Increases to Reach Peer Averages



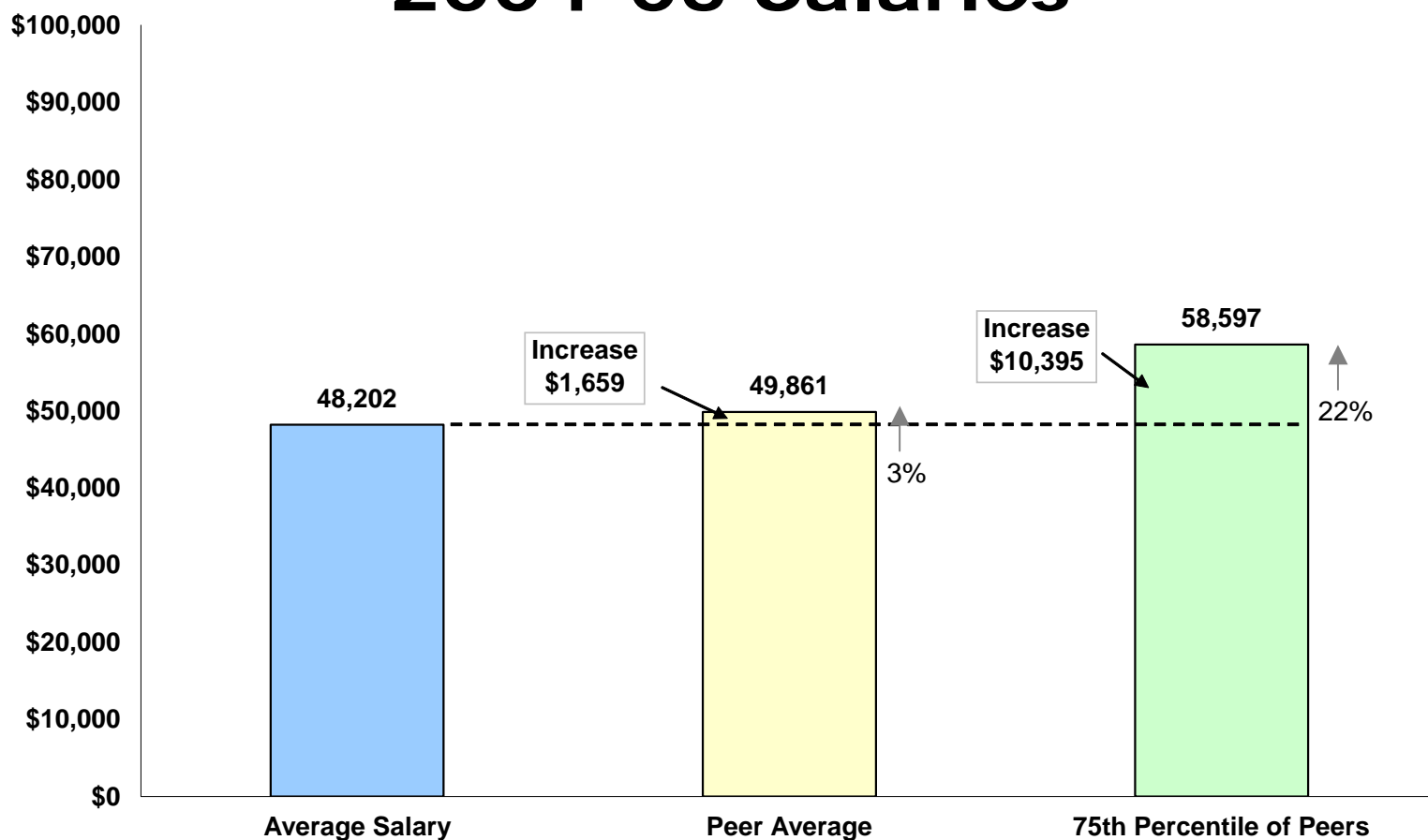
Source: AAUP and IPEDS, Fall 2005

Salary Increases to Reach 75th Percentile of Peers



Source: AAUP and IPEDS, Fall 2005

Community/Technical Colleges: 2004-05 Salaries



Source: NEA, Faculty Salaries 2004-05